

27 Association of San Luis Obispo County Deputy Sheriffs - Sworn Law Enforcement	Rate:	Description:
County Retirement Contribution	26.19% ASL1	Rate x Hourly Rate x Hours Worked
County Pickup of Employee Retirement	7.00%	Rate x Hourly Rate x Hours Worked
County Pension Bond Debt Service	4.74%	Rate x Hourly Rate x Hours Worked
County Retiree Health		\$24.30/PP full-time, \$12.15/PP part-time \$0/PP quarter-time or temp
County Pension Plan per EFS		Assoc of SLO Deputy Sheriffs (ASLO) Safety
FICA Employer	6.20%	2015 FICA wages up to \$118,500 max
FICA Employee	6.20%	2015 FICA wages up to \$118,500 max
Medicare Employer/Employee	1.45%	Medicare wages with no maximum / Add an additional .9% on taxable wages above \$200,000.
Unemployment	0.075%	County Paid Eff 1/1/2012 .1% , Eff 6/28/2014 .075%
Workers' Compensation	Varies	See B:\AC Benefits @ a Glance\WC Rates FY2012-2013.docx
County Cafeteria Contribution	\$900/mo	\$703/mo without medical coverage effective 6/21/15 Proration for part time employees hired after 02/07/06 No cashout for employees who newly opt out of medical on or after 1/2016
Health Insurance		Multiple plans available for employee and their family. Coverage for domestic partners.
Post Employment Health Plan	Up to \$20,000	Sick leave payoff paid pretax to Nationwide for pretax health insurance premium payments. Eff. Check dated 9/4/2015
Mileage Reimbursement	.54/mi	Effective 01/01/2016
	.575/mi	Effective 01/01/2015
New Hire Safety Equipment	\$800	One time payment
Uniform Allowance for New Hire	\$500	One time payment
Uniform Allowance	\$45/mo	
Career Incentive - POST	\$75/mo	Continuing training waived for receipts prior to 01/01/1994
Career Incentive - Advanced POST	\$150/mo	Continuing training waived for receipts prior to 01/01/1994
Bomb Handler Differential	\$100/mo	Designated by the Sheriff
SED Team Differential	\$50/mo	Designated by the Sheriff
Dive Team Differential	\$50/mo	Designated by the Sheriff
Bilingual Pay - high use	\$95/mo	Approved by Human Resources
Bilingual Pay - low use	\$47.50/mo	Approved by Human Resources
Bilingual Hiring Bonus	\$3,000	\$1,500 upon hire and \$1,500 upon completion of probation
Standby/On Call	\$2.00/hr	Permanent employees
Call Back	OT/hr	2 hour minimum paid at time and one-half WT 1243 = Base; WT 1242 = Half
CTO in lieu of Call Back	1.5 hrs/hr wkd	Accrued in CTO quota
Court On Call	1 1/2 hours pay	For each 4 hrs on call for court
Court Call Back	Hourly rate	1 1/2 hour minimum
Overtime	per FLSA	OT threshold based on hours paid (includes paid leave hours); WT 1252 = Base; WT 1251 = Half
CTO in lieu of OT	1.5 hrs/hr wkd	OT threshold based on hours paid (includes paid leave hours)
Compensating Time Off (CTO)	Regular pay	120 hr maximum accrual; OT paid after max; payoff on termination
Sick Leave	12 days/yr	1440 hours (180 days) max accrual; payoff @ hourly rate for 50% of hours after 10 years of service; 5 years of service if hired before 12/31/77

Sick Leave Exchange for Vacation	80 hrs for 40 hrs	Per calendar year. Must maintain a 30-day balance 14 years of service required
Holiday	12 days/yr	Does not apply to Annual Leave employees
Personal Leave	1 day/fiscal yr	Employees on initial probation excluded
Annual Leave 12 day carryover	12 days/yr	Employees may sign up at any time, but withdrawal must be in August
Injured On Duty	12 months max	As approved
Vacation 320 hour cap	10 days/yr 15 days/yr 20 days/yr	Beginning of service to end of fourth year Beginning of fifth year to end of ninth year Over ten years of service <u>Maximum payoff of 320 hours after 12 months of service</u>
Pay-in-lieu Program	40 hrs/fiscal yr	One time per fiscal year, permanent employees with a minimum balance of 200 vacation hours may sell back vacation hours. Additionally, employees must have used 40 hours of vacation in the current fiscal year <u>to be eligible</u>
Jury Leave		Regular pay while on jury duty; cannot claim jury pay
Paid Military Leave	20 days/fiscal yr	20 working days or 1 month's salary maximum when called to active duty
Use of County Vehicle	\$1.50 each way	The value of commuting to and from work will be taxed
Physical Exams	Annual	Safety employees over 35 years of age
Suggestion Award	Based on merit	Submit ideas to the Suggestion Award Committee
ITS Health Care Spending Account	Pretax deduction	Employee paid up to \$2,500 per plan year (Reimbursement WT 2552)
ITS Dependent Care Spending Account	Pretax deduction	Employee paid up to \$5,000 per plan year (Reimbursement WT 2551)
Deferred Retirement Option Plan (DROP) Tier 1 Only	Up to 5 years	Employee continues active employment while Pension benefits are paid to a DROP account.
Deferred Comp	Pretax deduction	Employee paid up to \$18,000 or 100% of wages/yr
Deferred Comp Catchup	Pretax deduction	Employee paid up to \$6,000 for 50+
Automatic Payroll Deposit		All new employees hired on or after 05/24/2005 are required to have direct deposit of County pay into a financial institution of employee's choice